

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
POLICE OFFICERS LABOR COUNCIL
July 1, 2008 – June 30, 2011**

A Recommendation

1. **Division/Department:** Finance and Administration/University Human Resources
2. **Introduction:** On January 14, 2009, Oakland University and the Police Officers Labor Council (POLC) reached tentative agreement on a three-year collective bargaining agreement, retroactive to July 1, 2008 and through June 30, 2011 (CBA). The POLC membership ratified the CBA on January 29, 2009. A summary of the significant economic and non-economic changes from the current POLC collective bargaining agreement is attached as Exhibit A.

Collective bargaining contracts with officially recognized bargaining unit groups must be approved by the President and the Board of Trustees (Board) pursuant to the Board's Contracting and Employment Authority Policy (Policy). The Board approved the current POLC collective bargaining agreement on June 7, 2006.
3. **Previous Board Action:** The Board adopted the Policy on December 4, 1997 and amended the Policy on January 9, 2008. The Board approved the current POLC collective bargaining agreement on June 7, 2006.
4. **Budget Implications:** Across-the-board salary increases of 3.0% in FY 2009, 0.0% in FY 2010, and 0.0% in FY 2011 are included in the CBA along with adjustments to health and retirement benefits, with the potential for a contract re-opener in FY 2010 and FY 2011.
5. **Educational Implications:** Police sergeants help to ensure the safety of Oakland University's campus for faculty, students, staff and visitors.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by University Human Resources and reviewed by the Vice President for Finance and Administration and approved by the President.
8. **Recommendation:**
RESOLVED, that the Board of Trustees approves the Agreement between Oakland University and the Police Officers Labor Council, July 1, 2008 through June 30, 2011.

Agendum
Oakland University
Board of Trustees Formal Session
POLC Collective Bargaining Agreement
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9. Attachments:

Exhibit A. Summary of Significant Economic and Non-Economic Changes
Contained in the July 1, 2008 – July 30, 2011 POLC Agreement

Submitted to the President
on _____, 2009 by

John W. Beaghan
Vice President for Finance and Administration
and Treasurer to the Board of Trustees

Recommended on _____, 2009
to the Board of Trustees for approval by

Gary D. Russi
President

Exhibit A

Summary of Significant Economic and Non-Economic Changes Contained in the July 1, 2008 – June 30, 2011 POLC Agreement

Economic Issues

- Wages will be increased as follows:

July 1, 2008	3.0% increase	(retroactive)
July 1, 2009	0.0% increase	
July 1, 2010	0.0% increase	

- Plan design changes for medical benefits

Year 1	No changes
Year 2	Eliminate BCBSM Traditional Plan, replace with additional Community Blue PPO Option with higher co-payments and deductibles Introduce Priority Health HMO Change HAP HMO to HAP Health Engagement Enhanced Plan Change BCN to BCN of MI Healthy Blue Living SM Product
Year 3	Introduce Priority Health HMO Healthy Living Option Change office visit and urgent care co-pays from \$15 to \$20 for all HMOs.

- Sick Days

Year 1	Sick days will not accrue while sergeants are on short-term or long-term disability
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- Vacation

Year 1	Vacation days will not accrue while sergeants are on short-term or long-term disability
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- Retirement Benefits

Year 1	Increase University contribution to the Multiple Option Retirement Program from twelve percent (12%) to thirteen percent (13%) Increase early retirement fund by \$1,000 (from \$9,788 to \$10,788)
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- Medicare Complementary Fund

Year 2	Cease \$2,000 annual contributions into this fund and contribute the \$2,000 annually into the Early Retirement Fund. These contributions will continue until all sergeants employed as of July 1, 2005 have retired or terminate employment. Maintain current balance in this fund until it is depleted.
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- Educational Benefits

Year 2	The University will cover 100% of a POLC member's tuition costs (for on campus classes only) up to sixteen (16) hours per fiscal year. Dependents and spouses of employees who meet the eligibility criteria for participation will be eligible to receive fifty percent (50%) tuition credit for OU courses, up to thirty two (32) credits per fiscal year. Cost of books, travel and other expenses are not included.
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- Contract Re-Opener

Year 2	Agreed to Contract Re-Opener dependent on base state appropriation funding and student enrollment.
Year 3	Agreed to Contract Re-Opener dependent on base state appropriation funding and student enrollment.

- Add one (1) compensatory day

Non-Economic Issues

- Updated many sections of the contract to reflect current practices and language clarifications.

1/26/09